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EXTRAORDINARY

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PART II—Section 3—Sub-section (ii)

लाइब्रेरी ए प्रकाशन

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इस भाग में विश्व प ए संलग्न वी जाती है जिससे कि यह प्रलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed
as a separate compilation

MINISTRY OF LABOUR, EMPLOYMENT & REHABILITATION

(Department of Labour & Employment)

ORDER

New Delhi, the 25th March 1967

S.O. 1012.—Whereas an industrial dispute exists between the employers in relation to the Union Co-operative Insurance Society Limited and their workmen represented by the All India Insurance Employees' Association;

And, whereas the said employers and workmen have, under sub-section (1) of section 10A of the Industrial Disputes Act, 1947 (14 of 1947), agreed to refer the dispute to the arbitration of the person specified in the arbitration agreement and have forwarded a copy of the said arbitration agreement to the Central Government;

Now, therefore, in pursuance of sub-section (3) of section 10A of the said Act, the Central Government hereby publishes the said arbitration agreement which was received by it on the 1st March, 1967.

ANNEXURE B

FORM 'C'

(See Rule 7)

Agreement

(Under Section 10A of the Industrial Disputes Act, 1947)

BETWEEN

Representing employer.—Shri J. V. Desai, Manager and Secretary, The Union Co-operative Insurance Society Ltd., 23, Sir P. M. Road, Fort, Bombay-1.

Representing workmen.—Shri K. S. B. Pillai, Joint Secretary, The All India Insurance Employees' Association, 35-B, Lakhani Terrace, 34, Cowasji Patel St., Fort, Bombay-1.

It is hereby agreed between the parties to refer the following industrial dispute to the arbitration of Shri Salim M. Merchant at present Presiding Officer, Central Government Industrial Tribunal, Bombay, 4th floor, City Ice Building, 296, Bazaar-gate Street, Fort, Bombay-1.

(i) *Specific matters in Dispute.*—The following specific demands of the workmen are submitted for arbitration:—

Demand No. 2—Classification of Employees.—The employees shall be classified into the following categories:—

- A. Sweepers, Peons, Watchman and Head Peons shall be placed in Grade 'A'.
- B. Liftmen, Drivers, etc. shall be placed in Grade 'B'.
- C. Record Clerks shall be placed in Grade 'C'.
- D. Assistants including Telephone Operators, Typists, Comptists and Adrema Machine Operators shall be placed in Grade 'D'.
- E. Senior Assistants, Senior Typists and Stenographers shall be placed in Grade 'E'.
- F. Sectional Heads and Assistant Superintendents shall be placed in Grade 'F'.

Demand No. 3—Scales of Pay:—

- A. 120—5—150—6—192—8—240 in 19 years
- B. 180—6—192—8—240—10—300 in 14 years
- C. 190—8—214—10—264—12—300—16—360 in 15 years
- D. 200—10—260—15—350—20—490 in 19 years
- E. 275—15—350—20—450—25—600 in 16 years
- F. 325—25—400—30—550—40—750 in 13 years

N.B.— These scales of pay are determined as at 1949 base year (100 points of the ALL INDIA WORKING CLASS CONSUMERS' PRICE INDEX) after shifting the base from 1939 to 1949.

Demand No. 4—Dearness Allowance.—Dearness allowance shall be paid at the rate of 1% of basic pay for every rise of one point of the All India Working Class Consumers' price Index (1949 base—100 points) upto a basic salary of Rs. 300/- and $\frac{1}{4}\%$ per point for basic salary above Rs. 300/- upto Rs. 400/- and $\frac{3}{4}\%$ per point for basic salary above Rs. 400/- with a minimum of Rs. 50/-. The published Index figure will be increased by ten points on account of faulty compilation of Index figure for the purpose of calculation of Dearness Allowance.

Demand No. 5—Adjustment.—An employee shall be fitted into the new scale on a stage to stage basis.

Demand No. 6—Special Allowance.—Employees engaged in work mentioned below and/or designated as below shall be entitled to special allowance per mensem in addition to their salaries and emoluments in the manner stated below:—

- A. Bank peons, Despatch peons, Head peons, Franking Machine and Duplicate Machine Operators and such other employees—Rs. 20/- per month.
- B. Typists, Telephone Operators, Cashiers, Adrema Operators, Comptists, Bordereaux writing clerks and such other employees—Rs. 30/- per month.

Demand No. 8(E)—Other Allowances:—

E. House Rent Allowance.—All the employees shall be paid as "House Rent" a sum at the rate of 10% of their gross salary subject to a minimum of Rs. 30/-.

F. City Allowance.—City Allowance at the rate of Rs. 30/- per month shall be paid to each employee covered by this Charter at Head Office and All Area Offices.

Demand No. 21—Promotions.—No direct recruitment shall be made in grades 'C' 'E' and 'F'. A higher post and all vacancies of such posts shall be filled in by way of promotion from among the existing staff. The promotions shall be made on the basis of seniority and merits of the employees. Employees in Grades 'A', 'B' and 'C' shall be absorbed in Grade 'D' on passing the S.S.C., S.S.L.C., or equivalent examinations or Licentiate Examination of Federation of Insurance Institute. At least 40% of all employees in Grade 'D' and 'E' shall be in Grade 'E'. At the time of promotion, over and above usual annual increment, an employee shall be given one extra increment after adjustment.

(ii) *Details of the parties to the dispute including the name and address of the establishment of undertaking involved.*—The Union Co-operative Insurance Society Ltd., 23, Sir P. M. Road, Fort, Bombay-1

(iii) *Name of the Union, if any, representing the workmen in question.*—The All India Insurance Employees' Association, 35-B, Lakhani-Terrace, 34, Cowasji Patel Street, Fort, Bombay-1

(iv) *Total number of workmen employed in the undertaking Affected.*—387

(v) *Estimated number of workmen Affected or likely to be affected by the Dispute*—387

The Arbitrator shall make his award in writing by giving reasons for his conclusions within a period of six months or within such further time as is extended by mutual agreement between us in writing. The directions in award shall take effect from 1st January, 1966.

Signature of the Parties

Representing the Employers

For THE UNION CO-OPERATIVE INSURANCE
SOCIETY LIMITED.

Witness

Sd/- J V DESAI,
Manager,

(1) Sd/- T S RAMAKRISHNAN,
Chief Administrative Officer.

Representing the Workmen

For THE ALL INDIA INSURANCE EMPLOYEES'
ASSOCIATION

(2) Sd/- P K DEORUKHAKAR
Sd/- P J BUCH,
Bombay, 24th February 1967

Sd/- K S B PILLAI,

[No F 74(3)/67-LRIII.]
N N CHATTERJEE, Jt Secy.

